



2. At what time in the bargaining process may an employer subcontract bargaining unit work?
3. Does an employer have a duty to inform the bargaining representative of its intent to subcontract and, if so, in what manner?
4. Does the obligation to enter into impact bargaining attach to subcontracting situations?
5. What party has the obligation to demand impact bargaining?

The parties' written arguments and memorandum to the questions posed above are due at the Board's office thirty (30) days from the date of mailing of this Interim Order.

So ordered.

Signed this 29th day of May, 1997.



EDWARD J. HASELTINE

Chairman

By unanimous vote. Chairman Edward J. Haseltine presiding. Members Richard E. Molan, Esq. and Seymour Osman present and voting.